



# BULLETIN

## TRANSPORTATION DISTRICT 140 DISTRICT DES TRANSPORTS 140

International Association of Machinists and Aerospace Workers  
Association internationale des machinistes et des travailleurs et travailleuses de l'aérospatiale

**TO ALL IAMAW MEMBERS  
EMPLOYED BY  
AIR CANADA  
TMOS MEMBERS  
2015 BARGAINING UPDATE #1**

Dear Brothers and Sisters,

Your IAMAW District 140 elected Negotiations Team is meeting in Toronto this week to achieve significant changes to the current Collective Agreement. These discussions started on September 21st and are scheduled to last until October 16th.

As we said in last week's Bulletin (*Low-Cost Carrier Off-the-Record Negotiations Bulletin 50*) the Collective Agreement is not being opened during this session. Your Union is working hard on your behalf to protect jobs, improve wages and working conditions. If an Agreement can be reached between the parties during these discussions, the terms of the Agreement will be sent to you for ratification. It is only after that ratification that the Collective Agreement will be amended. In this process, there will be one Negotiation table for Technical Operations, Logistics and Supply Business Units and another table for Airports and Cargo. There will also be a main table to discuss common items.

The Negotiations Committee would like to thank the Membership for their overwhelming response to the Bargaining Survey given the condensed time frames. The results have given the Committee a clear mandate. The Survey results have been compiled and the parties have exchanged agendas. We will be providing you with updates as this process moves along. Thank you for your ongoing support.

Together, standing strong as one Union and speaking with one loud voice, we can improve our standard of living.

In Solidarity,

**Your Negotiations Team**

### FAQs

#### **Why is the Negotiating Team entering into this process with the Company?**

A: The discussions that led to these Negotiations started last year after the IAMAW filed two (2) Common Employer applications with the CIRB - one for AC rouge and one for Sky Regional. Your Union filed these applications as Jazz and other AC Express carriers intend to subcontract out Bargaining Unit work traditionally performed by our Bargaining Unit Members starting in 2016 through an RFP (request for proposal) bidding process putting a lot jobs at risk when the current Collective

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Agreement expires. A condition for the IAMAW participating in this upcoming negotiation was that any RFP process that has started must be put on hold and that no new RFPs be started while we are in Negotiations. Air Canada agreed to this request.

**Q: If there is an Agreement reached and it is ratified by the Members does that mean we will not be negotiating this coming spring?**

A: Yes, if we can reach an Agreement and it is ratified by the Membership, we will amend the existing Collective Agreement with the new terms that were negotiated and approved. We will then not need to negotiate again in the spring.

**Q: If these are not the ‘real’ Negotiations, why are we negotiating?**

A: The IAMAW views these Negotiations as an opportunity to protect jobs and achieve Collective Agreement improvements. We created this opportunity by filing the Common Employer applications with the Labour Board and through the Vince Ready mediation process.



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